MULTIMEDIA UNIVERSITY

STUDENT ID NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 3, 2016/2017

BLR 3084 – LABOUR AND INDUSTRIAL RELATIONS

(All Sections/Groups)

31st May 2017
2.30 p.m. to 4.30 p.m.
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of 3 pages, inclusive of the cover page
2. Answer **ALL FOUR (4)** questions.
3. Marks are shown at the end of each question.

ANSWER ALL QUESTIONS

QUESTION 1

The concept of workman is an important factor in Industrial Relations. Explain in your own words, the legal issues arising from this concept, supporting your answer with statutory provisions and case law. You must also explain why this distinction is necessary.

(25 Marks)

QUESTION 2

Discuss the following scenarios under the **Employees' Social Security Act 1969.** Advise the employees concerned, paying particular attention to all the legal issues that you need to establish in advising the employees. You MUST support your answer with cases.

i. Mary is a factory worker who works with Bell Computers. At the end of the working week on Fridays, Mary goes to her son Paul's house where she spends the weekend with Paul and his family. On Monday mornings, Paul takes Mary on his motorcycle to the bus station where Mary gets on to the factory bus and goes to work. One particular Monday morning, as Paul was taking Mary to the bus station, they meet with an accident. Mary incurs injuries and now wishes to claim insurance under the SOCSO scheme.

(13 Marks)

ii. Abu works as a security guard with Bell Computers. Every day he picks up his colleague Ahmed, who lives nearby, on his motorcycle to go to work. At the end of the working day, Abu drops Ahmed at his house before proceeding to his own house. One evening, after work, Abu dropped Ahmed at his house and proceeded on his way home. Unfortunately, he met with an accident and was hospitalised for several months. Is Abu entitled to claim disablement benefits under the Act?

(12 Marks)

(25 Marks)

Continued...

QUESTION 3

What is collective bargaining? What are the steps employees need to take before they can enter into collective bargaining with the Employer?

(25 Marks)

QUESTION 4

Arshad is a worker who works on a ship that carries oil drums from Saudi Arabia to Malaysia. Part of his duties is to help unload the oil drums on to the docks in Port Klang. As Arshad was standing on the dock waiting to unload the oil drums, the can hooks holding the drums broke and one of the drums fell on Arshad, causing immense injury and resulting in him becoming a paraplegic. It transpired later that Arshad's injuries would have not been so severe had he wore the safety helmet supplied by his Employers. Discuss the rights and duties of both Employers and Employees in relation to occupational safety and health, supporting your answer with decided cases.

(25 Marks)

(TOTAL: 100 Marks)

End of Page